



Integrated Accessibility Standards

Date Approved: 2017

Projected Review Date: 2021

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PURPOSE:

Hamilton-Wentworth District School Board (HWDSB) is committed to ensuring that people with disabilities receive the accommodations they require, to have the same opportunity of access to HWDSB services that are available to others.

GUIDING PRINCIPLES:

HWDSB is committed to:

- Making all reasonable efforts to ensure that all policies, practices and procedures are consistent with the principles of independence, dignity, integration and equality of opportunity to all, with particular attention for persons with disabilities.
- Ensuring that people with disabilities have the same opportunity of access to our services in a similar way as these services are available to others.
- Ensuring that the policies and procedures related to the *Accessibility for Ontarians with Disabilities Act, 2005* are made available to the public and ensure there is the capacity to provide communication about these policies and procedures in formats that consider a person's disability.

INTENDED OUTCOMES:

HWDSB will provide an environment that promotes independence, dignity and respect for our students, parents/guardians/caregivers, the public and our staff.

HWDSB will meet the accessibility needs of people with disabilities in a timely manner, through the *Accessibility for Ontarians With Disabilities Act (2005)*, in the service areas of information and communication, employment, and student transportation.

RESPONSIBILITY:

Director of Education
Members of Executive Council

TERMINOLOGY:

Accommodation: is a means, through reasonable efforts, of preventing and removing barriers that impede individuals with disabilities from participating fully in the services of the Board.



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Barriers to Accessibility: means anything that prevents a person with a disability from fully participating in all aspects of the services of HWDSB. This includes, but is not limited to:

Architectural barriers: may result from the design of the building, shape of rooms, size of doorways or width of hallways.

Physical barriers: refers to objects added to the environment, such as doors, windows, elevators, furniture or washroom hardware.

Information or communication barriers: processes or tools that make it difficult for people to receive or send information. For example, a person with a visual disability may not be able to read print materials, read signs, locate landmarks, or see a hazard. A person with an intellectual disability may not understand information that is not expressed in plain language.

Attitudinal barriers: refers to persons who do not know how to communicate with people with disabilities or persons who display discriminatory behaviours.

Technology barriers: refers to devices such as computers, telephones, inadequate or inappropriate assistive technologies.

Systemic barriers: can result from an organization's policies, practices and protocols if they restrict persons with disabilities.

ACTION REQUIRED:

- Establish and maintain a set of procedures that fosters independence, dignity and respect for our students, parents/guardians/caregivers, the public and our staff.
- Use reasonable efforts to ensure that all of the Board's policies, procedures and practices are consistent with the requirements of the *Accessibility for Ontarians With Disabilities Act (2005)* and *Regulation 191/11: Integrated Accessibility Standards*.
- Develop and maintain a training program for all employees, volunteers and other persons who provide goods, services or facilities on behalf of HWDSB.



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PROGRESS INDICATORS:

Intended Outcomes	Assessment
<p>HWDSB will provide an environment that promotes independence, dignity and respect for students, parents/guardians, the public and staff.</p>	<p>The broader public that utilizes, or seeks to utilize, the board's services will have the opportunity to evaluate the board on how it serves the community through accessible means, through various surveys, including but not limited to:</p> <ul style="list-style-type: none"> • Student Voice Survey • Parent Voice Survey • Staff Voice Survey • Community Engagement Report Card
<p>HWDSB will meet the accessibility needs of people with disabilities in a timely manner through the <i>Accessibility for Ontarians With Disabilities Act (2005)</i>, in the service areas of information and communication, employment, and student transportation.</p>	<p>This will be monitored through an annual internal audit of various services.</p>

REFERENCES:

Government Documents

Accessibility for Ontarians with Disabilities Act, 2005 (AODA)

Integrated Accessibility Standard, Ontario Regulation 191/11

Ontario Human Rights Code